

# Domestic Violence and the Workplace

## Reasons Why Employers Should Address Domestic Violence

### Domestic Violence affects many employees

More than one million people report a violence assault by an intimate partner every year in the US

### Domestic Violence is a security and liability concern

Employers who fail to protect their employees from violence at work may be liable. Jury awards for inadequate security suits average \$1.2 million nationwide and settlements average \$600,000.

### Domestic Violence is a performance and productivity concern

The Centers for Disease Control and Prevention estimates that the annual cost of lost productivity due to domestic violence equals \$727.8 million, with more than 7.9 million paid workdays lost each year.



Doing the right thing will have a positive impact for both the employer and employee  
Helping to stop the violence impacts everyone!

## Forms and Effects of Domestic Violence



Harassing Telephone Calls

Fatigue

Absenteeism

Depression

Anxiety

Loss of concentration

## Create a Supportive Work Environment



## How to Help a Co-Worker in Trouble

Listen without Judging

Ensure Confidentiality

Take the Abuse Seriously

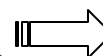
Explain that Abuse is a Crime

Get Advice and Support from a Trained Professional Resource

- \*Create open communication programs to raise awareness
- \*Foster a supportive work environment for both men & women
- \*Display information and brochures about domestic violence
- \*Create written policies and procedures to address safety planning
- \*Make sure supervisors have the tools and resources needed

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**IN SUPPORT OF DOMESTIC VIOLENCE AWARENESS MONTH OCTOBER 2006.**

See back for resource information



## Chesterfield County Domestic Violence Resource Information



Child Protective Services (Normal Business Hours) (After hours)	804-748-1100 1-800-552-7096
Commonwealth's Attorney	804-748-1341
Community Corrections and Pretrial Services	804-717-2250
Court Services Unit (Protective Orders)	804-748-1372
Domestic & Sexual Violence Resource Center	804-706-1272
Domestic Violence Coordinator	804-751-4113
Employee Assistance Program	1-800-272-3917
Juvenile and Domestic Relations Court	804-748-1379
Police Department, Emergency	911
Victim Advocate	804-706-1267
Victim Advocate, Spanish-speaking	804-717-1281
Victim Witness Assistance Program	804-717-6179
YWCA Women's Advocacy & Shelter (24 hr hotline)	804-796-3066

### Websites:

National Coalition Against Domestic Violence [www.ncadv.org](http://www.ncadv.org)

Family Violence Prevention Fund [www.endabuse.org](http://www.endabuse.org)

Corporate Alliance to End Partner Violence [www.caepv.org](http://www.caepv.org)

National Domestic Violence Hotline [www.ndvh.org](http://www.ndvh.org)

American Institute on Domestic Violence [www.aid-usa.com](http://www.aid-usa.com)

Virginia Sexual & Domestic Violence Action Alliance [www.vadv.org](http://www.vadv.org)

***If your department is interested in receiving training about Domestic Violence and the Workplace or any other related training, please contact the Domestic & Sexual Violence Resource Center at 804-706-1272 for further information.***

### Resources:

Family Violence Prevention Fund

U.S Department of Justice, Bureau of Justice Statistics, (2000). Intimate violence. NCJ 178247

U.S. Dept. Of Health and Human Services, National Center for Injury Prevention and Control. March 2003.

Costs of Intimate Partner Violence Against women in the United states. Atlanta, GA: Centers for Disease Control and Prevention.